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From: **Richard Lewis** <[REDACTED]>

Date: Fri, Nov 1, 2019 at 2:41 PM

Subject: Re: Agenda item for next Exec: MBPO EEO recommendations

To: Liz Ritter <[REDACTED]>

CC: Eleazer Bueno <[REDACTED]>, Eli Bueno <[REDACTED]>, Isidro Medina <[REDACTED]>, Dengel, Gerard <[REDACTED]>, Nicholas Martinez <[REDACTED]>, Fe Florimon <[REDACTED]>, Wayne Benjamin (personal) <[REDACTED]>, Mary Anderson <[REDACTED]>, Steve Simon <[REDACTED]>, Barbara Frazier <[REDACTED]>, <[REDACTED]>, Curtis D. Young <[REDACTED]>

Attention All:

Please be advised that any matter with the MBPO was said to be confidential and as such is under appeal pending a lawsuit that may involve others including the so-called authors of this email.

The apparent summary findings of two members of the MBPO staff were more rhetorical than factual and represent nothing more than a "bureaucratic lynching of Afro-American" that is discriminatory and that will be challenged in another impartial and fair forum. The current requests by Ms Ritter primarily are nothing more than a continuance of a monthly political agenda and a 'I gotcha moment' that started since the last election where one of the so-called authors lost by a historic wide margin. Her preferred candidate in the next election apparently has joined into this circus.

Ms. Ritter is not the parliamentarian and James Berlin who is will offer the necessary guidance on whether we need to turn our Executive Committee or our board into a 'Kangaroo Court'. The stridency and anger if not viciousness in this email is now what I have had to endure during my administration and others have expressed to me the same thing. As an Afro-American I do not need a lecture from Ms Ritter and this reflects racism. Frankly, I'm not surprised at this political tactic and it does not reflect well on our board. Please note the quotes in this email have been taken out of context and the full text of the letter was not signed by the Manhattan President herself or her legal department and is only the opinion by two authors who failed to present the preponderance of evidence from many other individuals that vehemently contradicted the quotes listed in this email..

From day one there has been a whispering campaign into the ears of the MPBO by those who opposed me and where I was not her preferred candidate for Board Chair. The Manhattan Borough President herself has never given me a single phone call although many phone calls have transpired with Ms. Ritter and her. Natalie her campaign manager even works for the MBPO and is their community liaison. There has been a crescendo of noise from all Ms Ritter's foot soldiers in the current campaign to capture control of our board and by any means necessary. As one example this current EEO Complaint was filed a little over two months after I had taken office. It was legally to be completed in 90 days, never sent and it should be no surprise to anyone that this one-page one-sided letter that is also an attempt at character assassination is now being released on the eve of our elections. It also was only sent as an email. Given this situation, I do not know whether I may release this email letter (that is written in an attempt to muzzle me and it's very released), but I will be making a freedom of information request to release all documents, phone records, conversations and testimony in this matter and others.

Finally, there are also no written standards for EEO in Community Boards, the City Charter creating community boards or even our very own bylaws nor has the MBPO office asked for one. The MBPO has never offered any board member to my knowledge in the 12 Manhattan Community Boards training in EEO and we do not have quotas in our bylaws. Any male could become a target given such overreach.

So don't believe the hype, stay focus on the facts and expect more to come. Thanks for your attention.

Richard Lewis | Board Chair
Community Board 12, Manhattan
(212) 568-8500
Date: November 1, 2019

On Fri, Nov 1, 2019 at 1:08 PM Liz Ritter <[REDACTED]> wrote:
November 1, 2019

To the Executive Committee,

Earlier this week the Office of the Manhattan Borough President (MBP) advised as to its conclusion of a seven-and-a-half-month investigation of an EEO complaint against a Board member, and made several recommendations as to remedial action.

The complaints substantiated by the EEO Officers' investigation are as follows:

- *Richard Lewis, CB12M Chair, "blocked or removed [names redacted] from leadership positions on the Board on the basis of gender; and*

- *“Mr. Lewis has demonstrated a pattern of disparate treatment toward women during public meetings”.*

The remedial actions recommended by the MBP are as follows:

1. *“Mr. Lewis should complete a training course that addresses the following topics:*
 - *“How to create a more inclusive environment for women on the Community Board;*
 - *“The importance of gender diversity and representation of women in organizations;*
 - *“How to respect personal space in a work environment.*
2. *“Mr. Lewis should engage with Board leadership to ensure that women currently serving on the Community Board remain engaged and active participants.”*

As members of the Executive Committee we would like to know:

- How does Richard plan to engage the Board leadership as recommended by the MBP;
- what is the plan for the suggested training, from which the whole Board (not just Richard) would benefit; and
- what other steps, if any, do we plan to take in order to further the goals of the recommended remedial actions for the betterment of the Board as a whole?

It is appropriate for the Executive Committee to discuss its role in this process, not only as part of the explicit recommendation of the MBP but also pursuant to §11.03(2)(a) and §11.03(2)(f) of our Bylaws as amended on 5/25/19 (*“The Executive Committee shall (a) Assist the Chairperson to guide, coordinate and facilitate the business of the Board... [and] (f) Advise the Chairperson on community and Board issues.”*).

As a special meeting of the Executive Committee may not be practicable – the only available weekday evening prior to our next regularly scheduled meeting on November 18th is that previous Thursday, November 14th – we respectfully request that this item be added to the agenda of our Nov. 18th meeting. Of course, if the majority prefers, we could have a special meeting of the Executive Committee on November 14th as long as notice of same is mailed to the members of the Executive Committee and received not later than November 9th, pursuant to the provisions of §10.03(1) of our Bylaws (*“The notice shall be deposited with the U.S. Postal Service and received not less than three (3) days preceding the time of the meeting”*) given that there is no mail delivery on Sunday Nov. 10th or Monday, Nov. 11th (Veterans Day).

Whatever the date, we will need to go into Executive Session for this agenda item due to the confidential nature of the proceedings.

We look forward to a fruitful discussion at our next meeting – whether on November 14th or 18th – as to the best way to meet the MBP’s recommendations.

Because we cannot discuss over email anything other than ministerial or scheduling matters (pursuant to the provisions of the NYS Open Meetings Law), I respectfully request that you not “reply all” except with respect to the scheduling matter.

Sincerely,

Elizabeth Lorris Ritter & Curtis D. Young
Members, CB12M Executive Committee
CB12M Parks & Cultural Affairs Committee Chair
CB12M Public Safety Committee Chair

cc: Manhattan Borough President Gale A. Brewer

----- Forwarded message -----

From: **Richard Lewis** <[REDACTED]>

Date: Fri, Nov 1, 2019 at 6:24 PM

Subject: ALERT: Do Not Redistribute the Email Recently Sent by Ritter and Young

To: Liz Ritter <[REDACTED]>, Curtis Young

<[REDACTED]>, gerard dengel <[REDACTED]>,

<[REDACTED]>, Isidro Medina <[REDACTED]>,

Nicholas Martinez <[REDACTED]>, Mary Anderson

<[REDACTED]>, Wayne Benjamin <[REDACTED]>,

Barbara Frazier <[REDACTED]>, fe.florimon

<[REDACTED]>, Eleazar Bueno <[REDACTED]>,

Steve Simon <[REDACTED]>

CC: Gale A. Brewer [REDACTED]

Attention All:

I am writing to you as a recipient of a recent email from board members Ritter and Young. This contains verbatim excerpts from a confidential document whose contents neither of them had a right to either view or redistribute. This is an absolute breach of confidentiality. Please be aware that if you personally redistribute this document you too become a party to this same breach, an action which could well result in legal sanctions and/or liability.

Richard Lewis | Board Chair
Community Board 12, Manhattan
(212) 568-8500
Date: November 1, 2019